



4th Annual Talent Management Summit

6 & 7 September 2010

The Forum/The Campus, Bryanston

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Companies that engage in Talent Management (Human Capital Management) are strategic and deliberate in how they source, attract, select, train, develop, retain, promote, and move employees through the organisation. Research done on the value of such systems implemented within companies consistently uncovers benefits in these critical economic areas: revenue, customer satisfaction, quality, productivity, cost, cycle time, and market capitalisation. The mindset of this more personal human resources approach seeks to not only hire the most qualified and valuable employees, but also puts a strong emphasis on retention. Since the initial hiring process is so expensive to a company, it is important to place the individual in a position where his skills are being extensively utilised.

The term Talent Management means different things to different organisations. To some it is about the management of high-worth individuals or "the talented" whilst to others it is about how talent is managed generally - i.e. on the assumption that all people have talent which should be identified and liberated. From a Talent Management standpoint, employee evaluations concern two major areas of measurement: performance and potential. Current employee performance within a specific job has always been a standard evaluation measurement tool of the profitability of an employee. However, Talent Management also seeks to focus on an employee's potential, meaning an employee's future performance, if given the proper development of skills.

Talent marketplace. A talent marketplace is an employee training and development strategy that is set in place within an organization. It is found to be most beneficial for companies where the most productive employees can pick and choose the projects and assignments that are most ideal for the specific employee. An ideal setting is where productivity is employee centric and tasks are described as "judgment-based work," for example, in a law firm. The point of activating a talent marketplace within a department is to harness and link individuals' particular skills (project management or extensive knowledge in a particular field) with the task at hand. Examples of companies that implement the talent marketplace strategy are American Express and IBM.

Current application of Talent Management. In current economic conditions, many companies have felt the need to cut expenses. This should be the ideal environment to execute a Talent Management system as a means of optimizing the performance of each employee and the organisation. However, within many companies the concept of human capital management has just begun to develop. "In fact, only 5 percent of organisations say they have a clear Talent Management Strategy and operational programme in place today."

Organisations that will succeed and move forward through demographic change and ongoing talent shortages will make Talent Management one of their top three priorities - because they understand the costly effects of failing to do so. You should spend time and energy on achieving your business goals and objectives effectively and efficiently. As this War for Talent becomes even more intense, the gap between those who will win and those who will lose will certainly widen and have a far-reaching impact. By gaining executive level support now and building the Talent Management Strategy that best fits your goals you can raise your competitive profile and rise to become a leading Talent Management organisation.

In view of this, at the [4th Annual Talent Management Summit](#) taking place on 6 & 7 September 2010 at the Forum, The Campus in Bryanston, a panel discussion on

'Perspectives from the Top: What Business Leaders Expect: Leading and Managing Talent as a Business Strategy That Drives Competitive Advantage'

will be headed up by **Steve Bluen, HR Director of S A Breweries** with outstanding panel members : **Futhi Mtoba, Chairperson – BUSA ; Oliver D Fortuin, General Manager IBM Sub-Saharan Africa GMR; Leanne Parsons – COO and an executive director of the JSE; Greg Reis, CEO - Business Systems Group (Africa).**

With the complex and growing number of demands on business leaders today, it has become even more important to align Talent Management priorities with business results.

This panel of CEOs/Executives will focus on the business view of talent. You will hear first-hand from these business leaders and executives:

- How they maintain their focus on top Talent priorities, even during tumultuous times
- How they partner with Talent and HR Professionals to have the right talent in the right place at the right time balancing the demands for business and transformation results
- What their expectations of HR and Talent Management leaders are to be more effective
- What they see as the country's biggest Talent Management challenges for the next 2 - 3 years

You will also hear crucial panel discussions on '**HR Working alongside Line to Produce Business and Talent Results**'; '**Using Talent Management as a Competitive Differentiator**'; '**Bringing Strategic Workforce Planning to the Business**' and much more. [Click here](#) for the full Agenda.

A highlight not to be missed is a provocative end-of-day Keynote Address and Audience Discussion, brought to you by Terry Booyesen, CEO - CGF Research Institute (Pty) Ltd.

'What on earth does Corporate Governance have to do with The Leadership of Talent, and The Way Talent Management is Practiced?'

Seats are limited at this thought provoking summit this year, so do not delay and [register here](#) and use **Booking Code CGF/TS/01** before 30 July 2010, and you will receive a **FREE** copy of the ***Fast Tracking Company Officers Manual produced by CGF Research Institute***, which is an ideal source reference and tool which every company officer should have to provide them a basic understanding of the role they fulfill as company officers within any sized company or organisation (valued at R700.00 + VAT).

When you [register here](#) off this mailing, please quote **Booking Code CGF/TS/01** in order to receive your special discount of **R 1 000.00 before VAT, as a CGF contingent.**

For more information on this event, please contact Lyne Lombard On 011 609 1971 or email lyne.lombard@humancapitalinstitute.org.za

To see the full Agenda please [Click Here](#)

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